

In line with 'The Public Services (Social Value) Act 2012' which became law on 8th March 2012, Lynher training have formalised the various relevant elements required by legislation, into one statement to enable the Public Sector organisations we work with to readily access this information.

These elements include:

- social considerations
- employment
- environmental and sustainability
- economic considerations
- general wellbeing

Social considerations include, but are not limited to:

- All employees are supported in upskilling and are given time (either at work or away from work), to attend training courses such as first aid, and other subject specific courses as requested.
- Employees receive a Christmas bonus every year.
- We actively encourage and get involved in community schemes, and always endeavour to integrate these into courses wherever possible. For example, we hold courses such as hedge laying and woodland management courses on local National Trust sites and client's sites to help enhance and improve local facilities, and save them considerable expense.
- We are very aware of the need to use ethical supply chains and fair trade, and we carefully research our sources to ensure best practice.
- We engage with local community groups such as schools, parish councils, local venues, and we hire venues for courses on a regular basis from local National Trust Properties, Local church and Parish Halls, local farm diversification enterprises, local forestry plantations, injecting considerable income and payment in kind into the local community.
- We take every opportunity to support local heritage and culture here in the Tamar Valley AONB World Heritage site, integrating and linking courses using local expertise and resources. For example, rebuilding Cornish Hedges on Cotehele Estate alongside the National Trust stone-waller who has done the job for generations. We were able to provide him with the extra manpower he needed, whilst the course participants gained not only the practical skills from the instructor but valuable information about the traditional methods and history of the site.
- Office employees are all local, either within walking distance or short drive away. This has been the case throughout Lynher Training's history; we have always employed local people wherever possible.
- Social integration is promoted on our courses. An excellent example of this is with our Military re-settlement training, where all ranks (from Majors and Colonels to privates and gunners) attend courses side by side. We endeavour to remove any barriers to training, and this ethos is further described in our Equalities and Diversity/ Safeguarding/ and Learner recruitment policies. Courses are accessible by all.

- Although many of our niche courses involve challenging practical elements, we will always strive to provide and facilitate opportunities for disabled people, wherever possible, and where there are constraints we will always arrange bespoke training to enable them to fully reach their potential.

Employment:

- Employees are given flexible working and lieu days where necessary. We are a small team made up of a mix of generations, some with children or other dependants, all supporting one another to provide constant cover in the office.
- Safeguarding and general well-being of employees in the workplace is extremely important to us, and is carefully monitored. Regular 1:1 staff reviews take place to ensure any concerns can be aired /picked up on
- The directors are always open to suggestions for additional learning opportunities in the workplace to enhance employees' careers

Environmental and Sustainability considerations:

Lynher Training Ltd we are committed to minimising the impact of our activities on the environment. It is our objective to ensure, wherever possible, that all works and practices are carried out within the guidelines set by current Environmental Legislation. We constantly monitor and reinforce awareness of environmental responsibility amongst our staff and learners.

Lynher Training, as a provider of Land based training which includes the use of machinery and, all aspects of environmental work, such as tree felling and trimming, pesticides application etc, recognise that they have a hugely important part to play in looking after our environment.

We pledge to do our utmost to achieve this, and reduce our carbon footprint by doing the following:

- To lead by example - be a role model for those we train, their employers and others
- Efficient use of equipment, people and resources.
- To use environmentally-friendly techniques and supplies
- Introduce processes to monitor energy and water usage
- Minimise waste by reduction, re-use, repair and recycling methods
- Purchase products and services with regard to their environmental impact.
- Manage energy efficiently and use renewable energy where possible.
- Encourage the use of public transport, cycling and shared vehicles for commuting.
- Train members of staff, suppliers and contractors to enhance awareness of environmental legislation and good practice.
- Promoting sustainable practices in the community
- Hold information electronically rather than on paper wherever possible and not print information unnecessarily.
- Switch off non-essential equipment when not in use.

- Balance economic viability with environmental and social responsibility to provide lifetime design solutions.
- Develop a management system to demonstrate continual improvements in environmental and health and safety performance.
- Use suppliers who can supply multiple products and services to cut down on transport costs and times

Economic Considerations include, but are not limited to:

- We create employment opportunities in the Land based sector, by enabling aspiring employees and Employers in need of qualified employees, to easily access high quality relevant training, whilst sign posting them to any current funding opportunities, and even potential employees/ employers.
- Our staff, including instructors and assessors, and our learners are largely recruited locally, often by word of mouth, or through agencies we work with. We concentrate on local delivery for all of the reasons mentioned previously, however our offer is niche and Military re-settlement candidates wanting to re-train in tree surgery have few options for this nationally. This means that we do have trainees from all over the country for our block theory training sessions twice a year. However, we send these candidates our list of local B&Bs to help support the local economy.
- We have run Forestry and Arb apprenticeships for many years from Frameworks to the new Standards. We strive to get the message out there to smaller Employers as well as the big Levy paying Employers, helping provide opportunities for businesses to upskill, expand and flourish. When candidates need to consolidate skills, we organise work experience opportunities.
- We take pride in employing cost-saving techniques in all of our work areas, which helps reduce overheads. This translates into additional value for money for our customers. We believe in a thoroughly professional while 'no -frills' approach, speaks for itself.
- **Links with employer groups and support agencies:**
We are registered with the DWP to provide training for unemployed candidates. We also work with many employment and support agencies helping people source training and work. One example: Through our networking/ contacts with Employers and the Job centre, we were chosen to deliver training to a group of 4 unemployed individuals on JSA, who were profiled and shortlisted by Glendale Tree Services as suitable for tree surgery career, and an Employer offer secured. A bespoke training program was carried out, with Lynher liaising with both the Employer, the Job Centre and all of the individual learners. We provided fitted personal protective equipment and tools, arranged transport, and contacted learners out of hours to ensure smooth running of training. On completion, successful candidates secured employment.
By recruiting staff and learners locally, running our courses locally, and sign posting people to stay in local B&Bs, we are encouraging Local investment.
- Flexible delivery within constraints of subject, flexible locations throughout SW, transport info-bus/ train links etc, some weekend and evening delivery to accommodate learners with logistical difficulties (EG service personnel)

- Delivery in both urban and rural areas, SME's/ large businesses, creating networking opportunities connecting them to local assets/resources.
- Helping address targets of the Rural Growth Network, - ensuring people living in rural areas can access learning opportunities, (matching support and skills supply with skills shortages.) thereby supporting them creating employment opportunities, -harnessing economic potential.

General Wellbeing:

The safety, health and happiness of our staff and learners alike, is our primary consideration.

We have policies in place for Health and Safety, safeguarding (adults and children) and Equality and Diversity, which combined, comprehensively cover all of the legislative requirements.

Over and above this, we take huge pride in making sure our learners and staff are happy in their learning/ teaching. Only this way will the best training be delivered, and the best learning take place. Courses are designed to be challenging but accessible. No one should feel either held-back, or unable to progress. Our tutors are inspiring and motivational. They love their work and it shows. Feedback reflects this. We are careful to differentiate and monitor learner progress, and any issues are sensitively acted on immediately so that solutions can be found. Learners are made aware of how to contact the Lynher training safeguarding officer.

Staff are monitored regularly for their awareness and understanding of these policies along with Prevent, and British Values.

Written by K. Howell June 2020